



INSPIRING TEACHERS
CHANGING LIVES

Impact Report 2018



Tribute to Bernice McCabe OBE

Bernice McCabe OBE, who passed away in February 2019 following a 13 month battle with cancer, was an inspiring educationalist, an extraordinary leader and a wonderful colleague and friend, whose impact on education will continue to be far reaching. As one of Britain's most successful headteachers, Bernice steered first a state and then an independent school to consistently lead the league tables in academic excellence. She was Head at North London Collegiate School for over 20 years, inspiring and transforming the lives of thousands of students. Her commitment to excellence in teaching was rooted in her belief in the importance of teachers being aspirational and inspirational, encouraging ambition in their students. In Bernice's words the core strength of a good school was passionate teachers: "teachers who never wrote anyone off".

In 2006 she became Co-Director of the PTI, having been instrumental in its creation, and her work with the PTI alone has ensured that over 1.25 million children have been directly impacted through receiving richer learning from inspired teachers. She strongly believed that every child, regardless of their background or ability, deserves to be taught by passionate teachers, who are empowered by their love of their subject.

The PTI continues to be inspired by Bernice's unceasing commitment to improving state education. We will miss her dearly and we will work hard to ensure that her legacy continues through the growth and success of the PTI.

"We should have high expectations of everybody and no child should be labelled or written off. No child should ever be told they will 'never be a scientist' or they are 'never going to be good at maths'. Instead, it is our responsibility as teachers to find a way to teach that child in such a way so that they too fall in love with that subject. Every child can be a scientist or mathematician; we just have to teach them first."



A message from our Chairman

This year we are proud to celebrate 10 years since the inception of the Subject Leadership Programme, launched by His Royal Highness, The Prince of Wales in 2008. A major part of the PTI's work, this Programme alone now reaches over 300,000 pupils with 588 members in 314 schools, uniquely offering rich, high quality, subject-focussed professional development across all subjects to improve teaching. The PTI's message that all children, regardless of their background, should be taught by inspirational and passionate teachers was championed by our late Co-Director, Bernice McCabe OBE.

Sadly, Bernice passed away in February 2019. Bernice was instrumental in setting up and building the PTI, and her legacy will continue through our work. She was committed to providing educational opportunities for children and she believed that schools need passionate and knowledgeable teachers who can pass on their love of their subject to their students; something the PTI fully embodies. The world has lost a bright light and she will be sorely missed by her family, colleagues and friends.

The PTI will continue to be inspired by Bernice's commitment to improving state education, providing consistent support to combat the unprecedented challenges facing the sector today. Retention of teachers is a huge problem, with large numbers of working-age teachers leaving state funded schools. The number of children enrolled in state schools is set to increase by almost 800,000 within the next decade, so we must do all we can to stem this tide.

Our courses have a positive impact on retention: in 2017/18, 86% of heads of department who had previously considered leaving the teaching profession stated that they are less likely to leave after attending our Subject Leadership Residential. In addition, 76% of newly qualified teachers stated that they are less likely to leave having attended our New Teacher Subject Days. Of these teachers, 95% were reinvigorated and more excited about teaching their subject after attending our courses, an impact which will be immediately felt by their pupils.

I would like to thank all of the individuals, companies, trusts and foundations who we work with to help us achieve our goals. Your support has improved the quality of teaching for over 389,000 children over the past year and looking ahead we are striving to expand our reach across the country. New developments include offering our New Teacher Subject Days in Manchester and Birmingham as well as providing bespoke professional development to support schools in particular areas of need. We continue to expand our work and in addition to introducing on-line courses, we are establishing an accreditation programme for subject leaders, in response to the need for curriculum building skills in schools. All this would not be possible without your support, for which we are extremely grateful.

We look forward to the coming year and extending our successful work across the country.

Keith Breslauer, Chairman, The PTI



Inspiration

that lasts a lifetime



A broad and rigorous curriculum
Wider learning opportunities for students
Improved teacher subject knowledge
Collaboration and partnerships



Early Career

NEW TEACHER SUBJECT DAYS

PTI new teachers say

I have increased confidence
I am more excited about teaching my subject
I am more likely to update my subject knowledge throughout my career



Established Teacher

CPD SUBJECT DAYS

Course attendees say

I have the knowledge and skills to be a better teacher
I will have a greater impact on my pupils



Middle Leader

SUBJECT LEADERSHIP PROGRAMME

PTI members say

I am reinvigorated and more excited about teaching
I am less likely to leave the profession



Senior Leader and beyond

SCHOOL LEADERSHIP PROGRAMME

PTI school leaders say

I am able to develop more well rounded, resilient, curious students
I can forge more links with other schools
I have improved teacher recruitment and retention

A crisis in teaching

The facts state....

Only **60%** of teachers remained in state-funded schools five years after starting (only **50%** in Maths and Physics).

(Education Policy Institute)

In England today there is **one** teacher leaving the profession for every **one** that joins.

cuts, cuts, cuts

12%

The amount secondary school teacher training budgets have reduced by

Schools are even cutting back on books and stationery

There will be **800,000** extra state school pupils in the next **10** years

as little as **£165** is spent on professional development per teacher in some schools

(Teacher Development Trust 2019)

Improvements for good

Our aim is to improve the quality of teaching in state schools across England and Wales by improving teachers' subject knowledge and confidence to stretch their students.

We know that:

- The quality of an education system cannot exceed the quality of its teaching, and the quality of teaching depends on teachers' subject knowledge
- We are 30th out of 36 OECD countries in the amount of CPD provided - just 4 days per year
- Professional development is vital to sustain the motivation of teachers, increases their impact on pupils and is widely expected in a modern career

75% of surveyed staff wanted more opportunities to participate in subject-specific CPD

(Annual Teacher Omnibus Survey, NFER, 2017)

1/5 of teachers who are considering leaving the profession say they would be more likely to stay if they had access to quality CPD

(Teach First)

Over **65%** of heads say membership of the PTI has improved the recruitment and retention of passionate teachers

Over **86%** of heads of department who had considered leaving the profession are more likely to stay after attending PTI courses

Over **97%** of these heads of department are more excited about teaching their subject





Inside a PTI school

Maria Kokotsis, Headteacher

Lea Valley Primary is a two form entry school in Haringey, London, serving a diverse community. The proportion of pupils who speak English as an additional language is well above the national average. The proportion of disadvantaged pupils is significantly above the national average and the school is located in one of the highest areas of social deprivation in the country.

The school has been involved with the PTI since I attended the Primary Leadership Residential in 2016, and has been awarded the PTI Mark for two years.

The PTI has given us the opportunity to develop our subject teaching by giving our staff national networks where they can draw on the experience of so many different kinds of schools. Inspired by the PTI's courses, our teachers bring enthusiasm straight into the classroom. The fact that the development is not centred on data, but focuses on inspirational teaching and passionate delivery, means that there is a direct, positive impact on our students.

Our PTI project, 'The Big Read', focusses specifically on reading in the classroom. Through it, we are improving standards and creating a lasting culture of enthusiasm and passion for reading amongst students, many of whom speak English as an additional language. This has been very successful and our Challenge Partners Quality Assurance Review confirmed that pupils across the school now have a love of reading, something we are incredibly proud of.

Before the project, we had a number of reluctant readers at school, and books would be taken home and brought back unread. Many students were struggling to decode and understand the vocabulary which was therefore limiting their understanding. Now they have discovered the joy of reading and are eager to visit the library, to talk about books and to read daily at home. This passion for reading has had a direct impact on student results, with a 6% increase in Year 6 reading results and an 8% increase for phonics. Our results are predicted to increase this year too and a pupil recently told a visitor 'this school sets me up for the future with confidence and ambition. I know how important reading is so I can get a better job.' Our most recent Ofsted report in 2017 picked up on this: 'Pupils read widely, both in school and at home, and develop a real love of reading'.

In a challenging area of London, the PTI has delivered a programme that is inspirational, with hands-on, refreshing approaches that re-ignite the passion that young children benefit so much from. It has created opportunities for leaders and teachers to focus on a creative and inspirational curriculum and further children's reading in a clear and measurable way.

Child poverty is growing and affects more than **4 million** children in the UK
(Institute for Fiscal Studies)

Children from low-income families are: **9.4 months** behind after primary school
18.4 months behind by the time they leave secondary education
(Education Policy Institute)

Disadvantaged children gain on average **1.5 years'** worth of learning with very effective teachers, compared to **0.5 years** with poorly performing teachers
(The Sutton Trust)





Incredible

In 2017/18 we reached

450 schools

4,350 teachers

389,000 children



**“I need
your support”**

For each and every child...

With unprecedented numbers of teachers leaving the profession and schools feeling the impact of years of budget cuts, we need your help to transform the education of the next generation of children, so that they can reach their full potential.

The PTI supports state school teachers to make lasting improvements in what and how they teach, because we know that what happens in the classroom can make the decisive difference to their lives.

With child poverty predicted to reach 5 million by 2022 our work has never been more important.

“This course has given me that recharge so badly needed after a long year which, lets face it at times, feels like pupils are not at the heart of our teaching.”



for every £1 spent on fundraising we raise £4.69



Financial summary

The following information is extracted from The Prince’s Teaching Institute audited accounts for year end 30th September 2018 but is presented here in a more user friendly format, which separates the endowment funds (£100k of which can be drawn down each year) from other income. A full copy of our audited accounts is available on our website or on request.

	2017/18 £	2016/17 £
Incoming Resources		
Grants and donations	766,462	659,129
Charitable activities:		
Affiliation Fees	160,011	171,387
Subject Enrichment Residentials	41,914	44,110
Primary Leadership Residential and Programme	25,325	22,705
Secondary Leadership Residential and Programme	13,738	17,840
New Teacher Subject Days	72,251	86,618
Other Continuing Professional Development	70,323	109,772
Other Trading Activities	45,000	49,500
Bank interest	6,329	2,951
Total Income	1,201,353	1,164,012
Expenditure on:		
Raising funds	163,457	142,954
Charitable activities:		
Subject Leadership Programme	263,991	269,633
Subject Enrichment Residentials	234,244	285,317
Primary Leadership Residential and Programme	83,612	60,560
Secondary Leadership Residential and Programme	131,686	113,612
New Teacher Subject Days	166,841	178,094
Other Continuing Professional Development	187,380	178,240
Website and CRM	52,130	31,758
Total Cost of Charitable Activities	1,119,884	1,117,214
Total Expenditure	1,283,341	1,260,168
Transfer from Endowment Fund	100,000	100,000
Net income for the year	18,012	3,844
Total funds (excluding endowment) at 1st October 2017	841,136	837,292
Total funds (excluding endowment) at 30th September 2018	859,148	841,136

	2017/18 £	2016/17 £
Incoming Resources:		
Grants and donations	-	-
Investment income	41,571	45,095
Total Income	41,571	45,095
Expenditure on:		
Management of investments	19,751	11,051
Total Expenditure	19,751	11,051
Transfer to Unrestricted Funds	100,000	100,000
Net (expenditure)/ income before other recognised gains/ (losses)	(78,180)	(65,956)
Gain/(Losses) on foreign exchange	(10,658)	6,878
Net gains/(losses) on investments	9,149	(15,628)
Net income for the year	(79,689)	(74,706)
Total funds at 1st October 2017	1,781,025	1,855,731
Total funds at 30th September 2018	1,701,336	1,781,025

Balance Sheet at 30th September 2018				
Balance Sheet at 30th September 2018	2018 £	2018 £	2017 £	2017 £
Fixed assets				
Tangible fixed assets		158		887
Investments		1,417,331		1,397,020
		1,417,489		1,397,907
Current assets				
Debtors	205,673		137,796	
Cash at bank and in hand	1,270,646		1,428,614	
	1,476,319		1,566,410	
Creditors				
Amounts falling due within one year	(333,324)		(342,156)	
Net current assets		1,142,995		1,224,254
Net assets		2,560,484		2,622,161
Funds				
Restricted funds		-		-
Endowment funds		1,701,336		1,781,025
Unrestricted funds		859,148		841,136
		2,560,484		2,622,161

“It has made me remember how teaching History is so much more than just fact-cramming to pass exams”



“The course has reignited in me the awe and wonder associated with Maths that can often get lost in the daily grind. I hope to bring some of that wonder back into the classroom”



“The PTI made me feel even more passionate about teaching”





Inside a PTI school

Robert Clack School, Dagenham

Over the past 10 years we have been afforded so many benefits from our work with the PTI. Our departments have been able to thrive and flourish with the confidence to focus on the staples of exemplary subject knowledge.

As a large comprehensive school in an area which has particularly low numbers of adults with further or higher education backgrounds, we have to reach far beyond subject teaching and educate the whole student.

The cornerstones of the PTI are incredibly important within our context. They have helped our departments to grow and thrive with a renewed focus on the subject being at the centre of all we do. There is a need for us to ensure that our lessons are challenging and engaging, drawing on interesting and nuanced subject matter, thinking about the students and what they will gain from each lesson. Being able to access PTI training and support has encouraged teachers to explore, develop and share their own specialist subject knowledge with their departments and beyond.



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CHANGING LIVES

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Thank you

We are incredibly grateful for the continued support of all of our donors, in particular the members of our Chairman’s Circle, Investors’ Club and Patrons listed below, as well as a number of anonymous donors. Your continued support enables us to help more teachers to become effective, enthusiastic and influential by putting subject-centered teaching at the heart of schools.

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